



DEPARTMENT OF THE NAVY
UNDER SECRETARY OF THE NAVY
VICE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

June 14, 2019

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Readiness Reform and Oversight Council Meeting Recommendation Transition Memorandum

The Readiness Reform and Oversight Council (RROC) held its seventh meeting on 6 May 2019. Nineteen Readiness Reform recommendations were nominated for transition from RROC oversight to appropriate Navy stakeholders as briefed on the RROC Slide Deck dated 6 May 2019.

Having reviewed the Working Group's plans to monitor, assess, make adjustments and report the ongoing and future performance of those recommendations, per Transition Info Papers, and with the concurrence of Commander, U.S. Fleet Forces Command and Commander, U.S. Pacific Fleet, the following 19 Readiness Reform recommendations are approved for transition to cognizant Officers of Primary Responsibility:

- CC 6: Re-establish Commander U.S. SECOND Fleet as the operational and training fleet commander, under U.S. Fleet Forces Command, and symmetric to U.S. THIRD Fleet, to reduce overlap between administrative and operational responsibilities, and better respond to the changing security environment.
- CC 10: Permanently establish Naval Surface Group Western Pacific as an Echelon IV, Immediate Superior in Command administrative headquarters responsible for maintaining, training, and certifying Forward Deployed Naval Forces (FDNF) Japan ships.
- OP 12: Evaluate all current operational requirements in the Western Pacific and prioritize operations with available resources.
- OP 24: Immediately develop and release a fleet advisory on safe and effective operation for all variants of ship's steering systems in all modes of operation.
- FD 11: Accelerate plans to transition to Electronic Chart Display and Information System-Navy (ECDIS-N) versions 9.4 and greater on all ships with hardware that secures its connection and allows full Automatic Identification System (AIS) integration.
- G 1: Seek relief, in coordination with Office of the Secretary of Defense (OSD), from excessively detailed external oversight and reporting requirements.
- G 2: Seek legislation to relax Goldwater-Nichols Act promotion requirements by lowering the required percentage of joint qualified officers.

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- G 3: Amend Defense Officer Personnel Management Act related statutes and policies to allow Secretary of the Navy (SECNAV) retain a modest number of qualified lieutenants and lieutenant commanders to serve extended careers without convening boards for their selection and annual retention.
- G 4: Amend Defense Officer Personnel Management Act related statutes and policies to remove Limited Duty Officers from control grade table strengths (O4 to O6) and allow the Navy to build more deep naval expertise.
- G 6: Submit a tightly drawn legislative proposal to delineate clearly the responsibility, authority and accountability of Service Chiefs to declare an asset unavailable due to readiness shortcomings.
- G 7: Condition Congressional and Executive Branch leaders to accept that the higher cost and time to achieve established readiness standards will mean less Navy presence worldwide.
- IND 1: Instill a culture that recognizes and rejects the "normalization of deviation" by not defaulting to consuming readiness in favor of operations.
- IND 2: SECNAV and Chief of Naval Operations (CNO), with the support of Master Chief Petty Officer of the Navy (MCPON), must personally lead the Navy to a forward-looking learning culture.
- IND 3: Create a forward-looking learning culture built upon systemic data analyses focused on leading indicators acquired throughout the Navy.
- IND 4: Employ system dynamics modeling and simulation, projected over a protracted time, to assess the potential systemic effects of policies and force planning that impact the system-of-systems identified in the Strategic Readiness Review (SRR).
- IND 6: Improve use of Defense Equal Opportunity Management Institute Organizational Climate Surveys to summarize data trends at Destroyer Squadron, Air Wing Squadron, and Submarine Squadron and up to the numbered Fleet Level - use to assess effectiveness of Comprehensive Review (CR) actions.
- IND 8: Improve Navy Safety Center and fleet and force headquarters safety programs and data analysis to provide predictive operational safety and risk information.

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- TR 23: Recertify Bridge Resource Management training in the fleet concentration areas' Navigation Seamanship and Shiphandling Trainers to U.S. Coast Guard (USCG) standards.
- M 17: Establish Commanding Officer mentors in surface ship homeports. Assign senior mentors with proven at sea leadership experience to develop leadership skills and improve organizational capacity

The decisions made at this RROC increases the number of implementations to 100 of the 111 CR/SRR recommendations, and increases the number of transitions to 84 of 111. The Readiness Reform Working Groups and Readiness Reform Steering Group are commended for their diligent efforts to effect real and lasting reforms in order to improve the operational safety, warfighting readiness and lethality of our Naval Forces.

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W. F. MORAN
Vice Chief of Naval Operations

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Thomas B. Modly
Under Secretary of the Navy

Attachments:
As stated

Distribution:
OPNAV RRSg Sharepoint Site
DNS
RRSG Principals
RRWG Leads
Relevant Fleet Transition OPR